UNITED
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Secretariat

ST/IC/1993/37
9 July 1993

INFORMATION CIRCULAR

To: Members of the staff

From: The Acting Director of Personnel

Subject: THE 1992 SECOND OFFICER (P-3) PROMOTION REGISTER

1. The Secretary-General, having considered the recommendations of the Appointment and Promotion Committees and of the Appointment and Promotion Board, has approved the following promotion register for staff members at the Associate Officer (P-2) level for promotion to the Second Officer (P-3) level:

ABBAS, Ms. Affaf
ABDELJABER, Mr. Abdelhamid
ABJOUBEI, Mr. Iouri
AKHTER, Mr. Mohammad
ALAMA, Ms. Nympha
ALIDIO, Ms. M. Felisa
AXENIDOU, Ms. Antigoni
BAYLOCK, Mr. Jean-Francois
BENVENUTI, Mr. Marco
BLYTH-KUBOTA, Ms. Fiona
BORNALES, Mr. Jose A. U.
BRAND, Mr. Bernard
BRINKMAN, Mr. Henk-Jan
BRODOFF, Ms. Jeannine
BROOKES, Ms. Henrietta
BUITELAAR, Mr. Rudolf
BURCI, Mr. Gian Luca
BURKE, Mr. Terence F.
CABRERA-SALINAS, Mr. J. Fernando
CALDWELL, Ms. Nancy A.
CALLARI, Mr. Rocco
CARDENAS, Ms. Francine Hardy
CHAN, Ms. Norma Po-Yee
CHATNILBANDH, Ms. Keiko Kimura
CHAUDHARY, Mr. Sheel Chandra
CIANCI, Mr. Mario
CLAVEL, Mr. Bernard
CONTAPAY, Ms. Herminia A.
CUNNINGHAM, Ms. Anne S.
DE MUYSER-BOUCHER, Ms. Isabelle
DUNAVOLGYI, Ms. Maria
ECONOMOU, Ms. Persephone
ESONO, Mr. Anguesomo Estanislao
ESPINA, Mr. Genaro L.
FARQUHAR, Ms. Margaret P.
FERRI, Mr. Giulio
FLOREZ-MEDINA, Ms. Ana Bertilda
GAGNE, Ms. Louise
GOERGEN, Mr. Patrick Nicolas
GOGGIN-NUGENT, Ms. Teresa
GUEYE, Ms. Aissatou Astou Gning
HALLAHAN, Mr. Francis
HENSKENS, Ms. Mora
HOANG, Ms. Lan-Phuong
HOFMAN, Mr. Andre
IGARASHI, Ms. Hideko
JADUE, Mr. Santiago
JENSEN, Mr. Inge
KASAHARA, Mr. Shigehisa Cape
KLUGMAN, Ms. Shari
KORONTZIS, Mr. George
KRISTIANSEN, Ms. Nora Lisa
KUBLER, Mr. Jean E.
LEE, Ms. Sau-Sze Florence
LEUNG, Ms. Aimee L.
LICCHI, Ms. Laura

LOUZET, Mr. Adote Emmanuel
LOYTVED, Ms. Dana
MAEYAMA, Ms. Kikuko
MAJDALANI, Ms. Roula N.
MAKOMBO, Ms. N'tumba
MASIN, Ms. Marelea
MERRITT, Mr. Frank
MOLANO, Ms. Erlinda
MORAGA, Mr. Maximiliano
MOYA, Mr. Sergio
NAGAKI, Ms. Kumi
NARBONE, Mr. Luigi
NASSER, Ms. Umayma
NGUYEN-THANI, Mr. Liem
NIKOVITCH, Mr. Michael S.
NOONA, Ms. Rosemary J.
OMAR, Ms. Rawda
OPSAHL, Mr. Roald
OTTONE, Ms. Sally A.
PASCALE, Ms. Pragati J.
PECK, Ms. Anjali Catherine
PETER, Mr. Paulose
PETERS, Ms. Meredith J.
PFEIFFER, Ms. Melody C.
PIUCCI, Ms. Joanna
[illegible]DHAKISHUN, Ms. Chitrawati
[illegible]CO-TORRES, Ms. Susana
RIDDLE, Ms. Margaret
RIVIERE, Mr. Jean-Paul
ROLLAND, Ms. Catherine
SAKURADA, Mr. Yuhei
SALLIER, Mr. Michel
SANTANDER, Ms. Julia
SCHMIDT, Mr. Markus G.
SCHWEINFEST, Mr. Stefan
SEVILLA, Ms. Maria-Francisca
SID'AHMED, Mr. Ould Khou
SLADE, Ms. Avril
SRETHWATANAKUL, Ms. Pornthip
STAIN, Mr. Yuli
STEFUNKO, Mr. Dezider
STROHMANN, Mr. Christian-Halges
SY, Ms. Fatimata
TANKOU, Ms. Victoire
THATCHAICHAWALIT, Mr. Dennis
TISTOUNET, Mr. Eric
TSE, Mr. Francis Chen-Wan
TZOVARAS, Mr. Michael
UNGSUTHORNRUNGSI, Mr. Suthat
WADE, Ms. Leslie
WEICH, Mr. Joerg
YCASIANO, Ms. Merceditas
YOSTOS, Ms. Emilie G.
ZAGAMI, Ms. Maria Grazia
ZAI, Mr. Francois
ZAKOUR, Mr. Mohsen

2. Promotion from the register will be authorized by the Director of Personnel, to the extent possible, depending on availability of posts. The latest date of implementation will be 30 June 1993, bearing in mind that the register year runs from 1 July 1992 to 30 June 1993. For those posts that were reclassified to higher levels in the context of the programme budget for 1992-1993 (General Assembly resolution 46/185 B, sect. II), departments/offices have been informed of the guidelines to be followed in such cases.

Recourse procedure

3. Staff members are reminded of the criteria for promotion, which include (a) performance; (b) academic training and professional qualifications and achievements; (c) linguistic proficiency; (d) supervisory abilities and leadership capabilities, as applicable; (e) guidelines and measures to improve the status of women; (f) seniority in grade and experience; and (g) record of mobility. It should be noted that promotion necessarily depends not only upon a staff member's intrinsic merit and seniority but upon a comparison of his or her overall qualities with those of his or her colleagues in a situation limited by the availability of posts. Although the reviewing authorities make every effort to ensure that a staff member's case for promotion has received full consideration, it is conceivable that the data presented in his or her case may have been incomplete in some significant respect. For this reason, the recourse procedure described below has been established to ensure full and fair consideration of all eligible staff members.

4. If a staff member believes that his or her name has been omitted from this promotion register because of incomplete information placed before or available to the Appointment and Promotion Committee, he or she may write to the Chairperson of the Committee, giving grounds for his or her belief. Such recourse letter in 25 copies must be submitted WITHIN ONE MONTH of the publication date of the present circular and should be addressed to the Chairperson of the local Appointment and Promotion Committee through its secretariat.

5. Relevant information brought to the attention of the reviewing body by a staff member will be examined with a view to determining whether, had it been known at the time of the initial review, it would have warranted the inclusion of his or her name on the register. Staff members are also advised that letters of recourse will be included in their official status files once the review has been completed.

6. The appointment and promotion bodies will decide what further recommendation, if any, they should make to the Secretary-General.